

BELLINGHAM SCHOOL DISTRICT – GC/CM

ELEMENTARY SCHOOL #15 PROJECT W/ASSP FOR EC/CM & MC/CM

1. Who is the district's appointed DBE/MBE champion?

Every role in Bellingham Public Schools includes equity, diversity, and inclusion (EDI). EDI has been incorporated as a key strategy in the district. The primary DBE/MBE champion(s) on this project is Curtis Lawyer, the director of capital projects, in consultation with Dr. Greg Baker, superintendent, and Dr. Janis Velasquez Farmer, director of equity, diversity, and inclusion.

2. On attachment C, the team shows their past history. Could you provide the DBE/MBE goals and outcomes or each past project please? Your application sets no goals, and we want to look at what has been accomplished in the past.

BPS continues to grow and make appropriate changes to align our practices with The Bellingham Promise, specifically the equity, diversity, and inclusion key strategy. Past projects did not include DBE/MBE goals or outcomes. On this project, we consulted with our director of equity, diversity, and inclusion and committed to increasing representation of DBE/MBE and identifying opportunities to improve equitable practices. Our director of EDI will participate in the selection process of the GC.

This project will set a benchmark for future projects; however, we continue to research best practices and will soon have a better understanding of realistic goal setting for our region's predominantly white-owned business demographics.

3. On question 10 of the application on Sub Contractor Outreach: Why are you "establishing minimum participation goal" on your first bullet?

a. Minimum is the goal? Please explain.

We consider the minimum standard of participation the red tape to progressing the project to the next step or phase. We are committed to increasing representation of DBE/MBE, and we will only progress when minimum participation is realized. Our minimum is only one step in standardizing this process.

By implementing an intentional selection process, we set high expectations for our GC to also demonstrate similar values and intentionality of equity and representation in this project.

Optimizing the expertise of our GC and our district's research and knowledgebase, we will determine appropriate goals for this project. Research and data will include:

CAPITAL PROJECTS ADVISORY REVIEW BOARD
PROJECT REVIEW COMMITTEE
QUESTIONS RE: PROJECT APPLICATION
Meeting Date: March 23, 2023

- Census of local DBE and WBE contractors
- Census of local contractors
- Definition of local

4. On Question 10 bullet three: Please show an example of the report. We want to see participation goals and percentages.

- a. What are the requirements that the district is requiring the contractors to do for outreach? Can you please share an example of a past tracking report based on your third bullet?

While it was encouraged on previous district projects, it has not been required nor tracked yet. We are looking to work with our GC/CM to assist in putting together best-practice tracking documents on both the project and programmatic level.

5. Regarding the last bullet about the mentorship program: Please showcase what is developing, what the program is about and the current progress with the mentorship program.

We have only just begun to initiate these efforts. Continued outreach to existing relationships with local architecture, construction, engineering, and consulting firms along with Bellingham community partners continues. A sample of community partners includes:

- Western Washington University
 - Office of Equity
 - College of Business and Economics
- Whatcom Community College
- Bellingham Technical College
- City of Bellingham
- Whatcom County

These efforts with local organizations and jurisdictions highlight a district desire to develop opportunities for students in our Career & Technical Education (CTE) program that has just gotten underway, but we are hopeful can develop into a model program.

6. Your application states, *"BPS will also work with the GC/CM to assist their outreach plan and connect them to local resources. Outreach and progress to our goals will be reviewed on a regular basis with the GC/CM."*

- a. What is the frequency of the review?

The project data will be reviewed monthly with each pay application. Quarterly reviews will be done to review overall plan detail.

- b. Please share some examples of the district performing such efforts.

This will be the first time the district has set DBE/MBE expectations.

7. We understand you are applying for MC/CM and EC/CM alternative subcontractor delivery to save time, but do not see where they fit in the overall schedule. If the

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QUESTIONS RE: PROJECT APPLICATION

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GC/CM elects to utilize alternative subcontractor delivery, when would you prefer their involvement to be most advantageous to the project?

We will make time in the schedule to do a fair and legal selection process as developed by the GC/CM. We recognize with the sustainability goals for this project (net zero goals, onsite renewable power generation, ground source heat pumps, etc.) we very well may need the expertise of an MC/CM and EC/CM early in the project. In order to expedite the schedule, while still meeting the goals of the project, we wish to get approval for the use of the alternative subcontractor selection as early as possible so the GC/CM and project team can determine if it is the best option to pursue. If the GC/CM and project team together feel it is not appropriate, then we would proceed without it. Ultimately, it is about providing flexibility to the GC/CM team to best meet the goals of the project and community.